

Partnerships That Work

Dallas Region

January/February 2001

Volume II, Issue 1

Job Corps Students to Work for AOL

By Tara Cordray

Reprinted with permission of Guthrie News Leader

You may soon be talking to a local student when you call America Online for help.

Many Guthrie Job Corps students are in line to work online tech support for AOL, an Internet access company. AOL needs 400 more people to work at the technical support office at Sheppard Mall, so the deal was struck with the Guthrie Job Corps Center to train students to work tech support.

Rick Myers, Guthrie Job Corps Center Director, said it is an ideal situation for his students.

"This is really an ideal situation, the bulk of our kids come from Oklahoma City. Filling a need of a local employer, that's just ideal," Myers said.

The Job Corps Center must first work with AOL to determine what students will

need to know, then Myers and his staff will work through the Christmas break designing and preparing a curriculum. Some funding for this project came from the U.S. Department of Labor.

"We have what we need for funding, now we're designing the curriculum," Myers said.

By the end of January, Myers said, the class should be up and running. The GJCC already employed two computer technology teachers, so the center won't have to hire any new staff to teach the course.

Each student at the center can work at his or her own pace, but Myers said it should take two months on average to train a student to work for AOL. For six to 16 weeks, the students would commute from the Job Corps Center to Shepherd Mall in a school-to-work program. The students would start out making \$8 an hour on a full-

time basis. After completing Job Corps requirements, the students will graduate and be eligible to continue employment with AOL and receive benefits such as stock options and health insurance.

Myers said it is hard to estimate how many students will end up working for AOL, but he said he will consider the program a success if 75 of his students become employed by AOL in the next year.

"Next year if we can supply AOL with 75 of our students, I think that would be an excellent linkage," Myers said.

The GJCC houses 650 students currently. Any students interested in the course will be required to take an aptitude test. Once they pass and go through training, AOL will report to GJCC every other week with individual reports on student progress.

Laredo Job Corps Program Fills Need for Narcotics Dogs

By James Gutierrez

TIMES STAFF WRITER

Reprinted with permission of Laredo Morning Times

The Laredo Job Corps put their newest job training to the test last week when they sent one of their newly trained narcotics dogs to work for the Little Rock Arkansas Police Department. According to David Gutierrez, outreach admissions and placement manager for the Laredo Job Corps, the chain of events that brought a Laredo-trained dog to the Arkansas Police began at a national dog obedience competition that takes place every year in Little Rock. "One of our trainers, Adrian Cortez, was helping out as a judge at the competition and he heard that the Little Rock Police Department was looking to purchase a narcotics dog. He recommended they get in touch with the Laredo Job Corps and told them about our new program and how we had just finished training some new dogs," Gutierrez said.

Last Tuesday, they sent three students and a yellow Labrador named Speedy to Little Rock to show police officials what their dogs could do. "They wanted to buy the dog from us, but because we're a non-profit organization, we gave the dog to them for free

and asked only that they continue to spread the word about our dog training program," Gutierrez said, adding that yellow Lab Speedy was the first dog the Corps had trained. Gutierrez explained that the Laredo Job Corps is the only Job Corps of the 118 in the nation that has a kennel and a K-9 program.



According to Gutierrez, the program was initiated eight months ago to fill a need that they saw. "Security is a very popular vocation, but it's a low paying job. Through our own job data research, we discovered that security guards get more money when they can work with trained dogs. The jobs starts at about eight or nine dollars an hour, which is three dollars more an hour than they would get working as security without dogs," he said. Gutierrez said they began training the dogs first, which takes roughly two to three months and then began training the students

to handle them. As of now, he said, K-9 handling is taught separately from regular security training but will later be fully "inCORPSorated" into the existing security program.

Gutierrez explained that if students decide to take the advanced training, when they got hired out they would get to use the dog that they trained with. After three months of monitoring to make sure

Continued on Page 4



Job Corps News

The Results Are In: Personalized Career Action Plan Important to Students

The Career Development Services System (CDSS) has presented us with many opportunities to share Job Corps' successes with a variety of external audiences. However, we always must remember our most important audience, our students. Students are the reason we come to work every day. Students are the people who matter most at the end of the day. And, as one of Richard Trigg's Three Rs states, "Reconnecting with Students" is one of our most important goals.

When communicating an idea, it is important to research the expectations and pre-conceived notions of our audience. During the past few months, the National Office has done just that. Through focus groups, we talked with a number of current Job Corps students and potential Job Corps students about their goals, motivations, preferences, and opinions. We tried to gauge

their opinions about some of the specific components of CDSS.

Our discussions revealed that students who are enrolled in Job Corps and those who know nothing about the program consider a personalized career action plan to be an important benefit of and reason for enrolling in Job Corps or other post-high school training and education programs. In other words, young people are excited about the idea of working with someone to create a career plan designed just for them.

One of the most exciting aspects of CDSS is the opportunity to work more closely with our young people. Created during students' first 60 days on center in the Career Preparation Period, the personalized career action plan provides the ideal opportunity to connect with students by helping them map out a plan for future success. Students get the chance to ask questions and craft a plan

for their future education and training, leading to a career. And we have the opportunity to share our knowledge with students eager to become self-sufficient individuals.

Most important, the personalized career action plan is a living document that accompanies our students throughout their journey in Job Corps and beyond. The plan provides a framework for students to use to ensure they are making progress toward their goals. And, each step of the way, they are being encouraged by center staff – at all levels – to stay on track to succeed.

The personalized career action plan provides Job Corps staff with a tangible way to positively impact the lives of students, one of the primary goals of CDSS and the Three Rs. The actual format for the plan may vary from center to center. But at its core, the personalized career action plan is a vital link to all students' success.

David L. Carrasco Center's CDSS Preparedness

Ask any staff member or Industry Council member at the David L. Carrasco Job Corps Center in El Paso, Texas, what the acronym CDSS stands for and they will easily respond – Career Development Services System. On December 15, members of the center's Industry Council were introduced to the new Transition Coordinator Francisco Sanchez and the center's Career Advisors.

According to Sanchez, "The meeting was a perfect opportunity for me to explain the program and impress upon council members the importance of our career development mission. It also was an opportunity for them to tell us what they need for their workforce."

During the holiday season, all center staff members received CDSS Training –

with an emphasis being placed on how their role as a staff member would be affected. During the training session, Sanchez emphasized that every staff member is an integral part of the CDSS, and that the first 60 days of enrollment are critical to the success of the student. He stressed that everyone has a key role in the students acquiring their GED certificate or high school diploma and completing their vocational course, as well as preparing for career development.

Groups of students have been touring the new Center for Workforce Preparedness, commonly referred to as the "One Stop Center." While there, they meet with staff members of the Texas Workforce Commission who explain their role in supporting the Job Corps' CDSS, including



Students from the David L. Carrasco Job Corps Center are shown visiting the Center for Workforce Preparedness in El Paso.

Pictured with Transition Coordinator Francisco Sanchez (third from left) are Angelica Leyva (far left), Catherine Duran, Dennis Schiebel and Isela Prospero.

Job Corps News



Employers Tell Us What Matters Most

We surveyed several human resource managers and they shared the following:

Employability skills are critical. These are the generic skills, attitudes, and behaviors that employers look for in new employees:

- **Know the Business** – Do your homework and learn all you can about the company or organization you plan to interview with.
- **Maintain Personal Standards** – Be concerned with personal well-being, maintain high standards of hygiene and dress to the company's expectations.
- **Continually Learn** – Take responsibility for own learning, learn through working with others, from manuals, and from your own mistakes.
- **Work in Teams** – Work within and contribute to the effectiveness of a team, respecting differences.

- **Write Well** – Write clearly and to the point, using correct grammar and spelling.

- **Behave Appropriately** – Act ethically and with integrity; be productive, cooperative, responsible, flexible, and positive.

- **Speak up and Listen** – Receive, comprehend, and interpret complex instructions; talk with, seek and clarify information from co-workers, customers, clients, and those in authority.

- **Information Technology** – Be willing to learn new uses of information technology.

If you're responsible for hiring personnel, share your suggestions with us by contacting Arla de Hoyos at (210) 804-0125 or email cecarla@dcci.com.



New CDSS Partnerships...

National

Offering competitive wages and benefits in the U.S. job market, Sears looks to hire motivated young people from Job Corps with excellent customer service and employability skills.

Sears, Roebuck & Company

Sears is one of the leading U.S. retailers and one of the nation's largest employers. With several hundred department stores and over 2,000 specialized retail locations across the nation and in Puerto Rico, Sears

employs more than 300,000 people.

For further information about Sears, Roebuck & Co. please log on to www.sears.com or contact Jim Wright at (703) 548-8535.

Regional

Guthrie Job Corps and Oklahoma Natural Gas Contract in Works

Bernard Drake, Guthrie Job Corps School-To-Work Coordinator and the CDSS Team are currently working on a contract with Oklahoma Natural Gas (ONG) to be a future Guthrie Job Corps Center work site. ONG is looking to place our students as

meter readers and office personnel. Meter readers will earn approximately \$1,800 per month plus benefits and office personnel will earn approximately \$1,600 a month plus benefits. Mark Silvers, Business Community Liaison, said, "We are very

excited about our new linkages and we will continue to demonstrate to the community that Guthrie Job Corps trainees are worth hiring!"

Shreveport Job Corps Center Partnership with the Shreveport Fire Department

Charlotte McGowan, Franklin Hill, Johnny Smith, and Billy Whited coordinated a partnership between Shreveport Job Corps and the Shreveport Fire Department officials to train selected students and staff

on smoke detector installation. Home Depot and Lowes donated the smoke detectors. Our students install detectors in the home of needy and elderly citizens who are in need of this service. Records are kept on

each citizen receiving smoke detectors and each year during day light savings time we will call and remind them to change the batteries.



Dallas Region

4002 Broadway
San Antonio, TX 78209
210-804-0125



PLACE
POSTAGE
HERE

Laredo Job Corps program fills need for narcotics dogs - Continued from Page 1

the student can take care of the dog on his own, the student gets to keep the dog. "We have about 10 students right now working with dogs. We haven't graduated anyone yet, so these are our first ones," Gutierrez said. Gutierrez explained that most, if not all, of the dogs are rescued from pounds, and are usually Labradors, which he said have a "high drive" - meaning that they're very active and do not tire easily. Labradors, he said, also tend to be very devoted to their masters.

"We really try to rescue dogs from around here in Laredo and San Antonio. The dogs that don't end up becoming narcotics dogs

because they don't have the drive we're looking for are still given obedience training which makes them much easier to adopt out," he said. Gutierrez says that he hopes they'll start sending their student dog handlers to the competition in Little Rock next year. The Laredo Job Corps employs over 260 students who receive training in a variety of vocations. For more information call (956) 727-5147 or (888) 228-5147.

(Staff writer James Gutierrez can be reached at 728-2566 or by e-mail at james@lmtonline.com)

Bonilla Checks in on Laredo Job Corps

By Erick Santos

TIMES STAFF WRITER

Reprinted with permission of Laredo Morning Times

U.S. Representative Henry Bonilla was in Laredo Friday to praise the Laredo Job Corps for its progress on the new K-9 training program.

"I am here in Laredo to see the progress of the program, and to make sure that the Laredo Job Corps is getting its resources," Bonilla said.

The center's newest program allows students to train dogs in obedience. If a dog proves to have potential for advancement training, it is then promoted to the next two levels of training.

Bonilla said in a press statement that the "K-9 program is another initiative that has proved to be very popular and very successful for the Laredo Job Corps Center."

If the dogs do not advance to further training, they are then placed in domestic settings.

Students who train the K-9s are usually given the dogs that they trained for a year.

"They are able to use the dogs with security companies, enabling the student to work," Bonilla said.

The Job Corps program is the nation's largest residential education training program for uneducated youths 16-24 years old.

Bonilla proclaimed Friday that the Laredo facility is a leading Job Corps Center in the country.

David L. Carrasco Center's CDSS Preparedness - Continued from Page 2

providing assistance with resume preparation and registering the students for job placement upon completing their Job Corps training.

These field trips are part of the Career Preparation (orientation)

phase of the center program and the Career Skills course. Career Advisors also are helping center graduates to make use of the services available at the One Stop Center.

Visit us on the web at www.DallasRegionCDSS.org